

## **SCHEDULE C**

### **HEALTH STANDARDS AND REQUIREMENTS FOR POSITIONS IN THE PUBLIC SAFETY SERVICE**

#### **I. EXAMINATION REQUIREMENTS.**

1. All candidates for appointment and employees in the Public Safety Service must pass a physical examination based on the essential functions of the position and physical standards established herein. The examination shall be given by a physician designated by the Human Resources Director. Candidates for appointment failing to pass such examination shall not be considered further except as expressly provided herein. Whenever an employee fails to pass the examination, the examining physician shall make a report to the Human Resources Director, setting forth the following information:
  - a. Nature and extent of impairment.
  - b. Whether or not the impairment is correctable, and a recommendation concerning the advisability of correction and how long the candidate should be allowed for correction.
  - c. Whether or not the impairment presently interferes with the full performance of employee's essential functions of the position.
  - d. Whether or not the impairment will interfere with the performance of duties connected with the position.
  - e. Whether employee's impairment is likely to become aggravated by performance of duties.
  - f. Whether the impairment will become progressively worse, and whether it may interfere with the performance of duties in the future, or cause other conditions which may interfere with the performance of duties.

Following receipt of such report, the Hiring Authority and Human Resources Director will make such further examination as they deem necessary. Thereafter the Hiring Authority and Human Resources Director will take such action concerning the matter as it deems appropriate.

2. **Waivers.** The Hiring Authority and Human Resources Director may waive a disqualifying condition found to exist when it finds that the condition will not interfere with the present performance of the essential functions of the position and will not become worse through a natural progression of the condition, or through performance of the duties or otherwise. Waivers shall be granted by the Hiring

Authority and Human Resources Director only when in their judgment such action will be for the betterment of the Public Safety Service. Waivers may be granted by the Hiring Authority and Human Resources Director on their own motion or upon written application of the disqualified candidate, or employee.

3. **Appeal from Rejection.** Any candidate who fails to pass the physical examination may, within fifteen (15) days after notice of such failure, appeal to the Personnel Advisory Board for re-examination of the disqualification. The application must be accompanied by a written statement of a licensed physician in the State of Utah to the effect that in the physician's opinion, the disqualifying condition does not exist or is not serious enough to interfere with the person's performance of assigned duties. Upon receipt of such application and physician's statement, the Personnel Advisory Board may cause an investigation of the condition to be made, and may request the candidate to be reexamined as to the disqualifying condition. Following such investigation, the Personnel Advisory Board shall make a final determination as to whether or not the candidate is eligible for appointment, promotion, or continued employment. For related information, please see the City ADA Policy, Appeal procedures.

## **II. VISION.**

1. Each eye will be examined for disease or muscular defect.
2. **Visual Acuity:** Far vision acuity must be tested for both eyes only. (Each eye not to be tested individually) Only corrected near vision acuity should be assessed.

### **POLICE OFFICERS**

Visual acuity must be 20/20 in each eye with or without correction.

Uncorrected visual acuity must be 20/40 binocular or better for wearers of hard and semi-rigid gas permeable contact lenses or glasses.

Successful long-term soft daily wear contact lens wearers correctable to 20/20 are subject to no uncorrected standard.

Significant loss of color vision is unacceptable for safety positions.

Colored soft contact lenses may not be worn, as they produce field loss ranging in one recent test from 21 to 47 percent.

Significant decrement in visual field performance (peripheral vision) in either eye is unacceptable for safety positions. Field of vision must extend across an arc (at the horizontal meridian) of at least 140 degrees in both eyes and at least 70 degrees in each eye tested separately.

## FIREFIGHTERS

Visual acuity must be 20/30 in each eye with or without correction.

Uncorrected visual acuity must be 20/100 binocular or better for wearers of hard contacts or glasses.

Firefighters with uncorrected acuity of less than 20/100 in either eye must carry a spare pair of glasses.

Successful long-term soft daily wear contact lens wearers correctable to 20/30 or better are subject to no uncorrected standard.

Color vision must be adequate to distinguish red, green and yellow (primary colors only).

Significant loss of color vision is unacceptable for safety positions.

Significant decrement in visual field performance in either eye is unacceptable. Field of vision must extend across an arc (at the horizontal meridian) of at least 140 degrees in both eyes and at least 70 degrees in each eye tested separately.

Colored soft contact lenses may not be worn, as they produce field loss ranging from 21 to 47 percent.

3. Color Vision: Persons applying for Police Officer or Fire Fighter positions who are determined to be color blind will be rejected. Police and Fire candidates rejected for defective color vision will be reconsidered for appointment upon presenting a statement from a licensed ophthalmologist in the State of Utah specifying the extent of such color defects and giving an opinion as to the extent to which these color defects would interfere with the candidate's work. Upon the presentation of said statement the Hiring Authority and Human Resources Director will reconsider the candidate to determine if the extent of color-blindness is so limited as to not materially interfere with his/her work; if so, the Hiring Authority and Human Resources Director may waive the color blindness of the candidate.

## **III. HEARING - POLICE AND FIRE.**

1. Pure tone thresholds in the worst ear not worse than 25dB at 500Hz, 1000Hz, or 2000Hz, and not worse than 35dB loss at 3000Hz or no greater than 30dB at any of the first three frequencies and an average of 30dB for the four frequencies is acceptable for safety classifications.

2. On re-examination for retention or promotion, a hearing loss change of over 20 decibels from the initial examination will require an evaluation by a hearing specialist. A hearing loss in excess of 30 decibels in any frequency may result in failure of the examination. The hearing test may be made with the aid of a hearing aid for retention.
3. A candidate with any of the following may be rejected:
  - a. Chronic suppurative otitis media;
  - b. Perforated eardrum with chronic suppuration;
  - c. Meniere's syndrome.

**IV.** All other job-related medical conditions will be reviewed and evaluated by the designated physician, using established med-tox occupational health services examinations and medical guidelines.